

Side Letter Agreement

BETWEEN

THE CITY OF SAN JOSE

and

SAN JOSE POLICE OFFICERS' ASSOCIATION

TIER 2 LAYOFFS

Prior to reaching a tentative agreement with the POA, the City had provided notice to employees represented by the POA who were subject to Tier 2 layoffs in the event the City and the POA did not reach an agreement on a 10% total compensation reduction. The additional reductions were contained in the Tier 2 Police Sworn Contingency Plan issued on May 19, 2011.

The purpose of this side letter is to confirm that if the tentative agreement with the POA is ratified by the POA membership and approved by the City Council, the Tier 2 Police Sworn Contingency Plan will not be needed for Fiscal Year 2011-2012, and there will be no additional layoffs of employees represented by the POA beyond those in Tier 1 prior to June 24, 2012. This does not include any layoffs that would result from potential outsourcing of Airport Police Services. Any potential layoffs on or after June 24, 2012, will be part of the 2012-2013 budget.

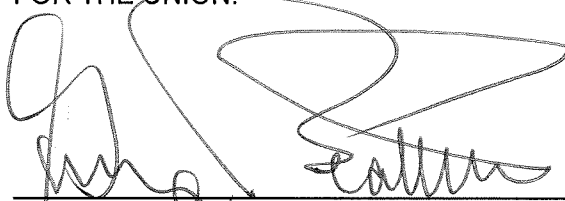
This agreement is part of the tentative agreement signed on June 3, 2011. This agreement is still considered tentative and shall not be considered final or binding unless and until the entire tentative agreement is ratified by the membership and approved by the City Council.

FOR THE CITY:

 6-6-11

Alex Gurza Date
Director of Employee Relations

FOR THE UNION:

 6/6/11

George Beattie Date
President, San Jose Police Officers' Association